EXHIBIT C



W.R. GRACE & CO.

Proposed Fee Schedule for 2007

B-1 Initial \$775.00 - Complex \$2,000.00 B-1 Extension \$775.00 - Straightforward \$775.00 E-3 Initial \$1,500.00 - Complex \$1,750.00 E-3 Extension \$1,000.00 - Straightforward \$1,850.00 - Complex \$2,100.00 H-1B Initial \$1,100.00 - Complex or where firm did not prepare initial H-1B \$1,600.00 J-1 Initial \$1,100.00 - Complex or where firm did not prepare initial H-1B \$1,600.00 J-1 Initial \$1,600.00 - Straightforward \$1,600.00 - Complex \$1,600.00 Blanket L-1 Initial \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension \$1,850.00 - Complex \$1,850.00 Blanket L-1 Initial \$1,600.00 - Complex \$1,600.00
- Complex B-1 Extension - Straightforward F-3 Initial - Straightforward - Complex - Straightforward - Complex - Straightforward - Straightforward - Straightforward - Straightforward - Complex - Straightforward - Complex - Straightforward - Complex - Straightforward - Complex or where firm did not prepare initial H-1B - Straightforward - Complex Blanket L-1 Initial - Straightforward - Straightforward - Complex - Straightforward - Straightforward - Complex - Straightforward - Complex - Straightforward - Complex - Straightforward - Straightforward - Complex - Straightforward - Complex - Straightforward - Complex - Straightforward - Straightforward - Complex - Straightforward - Complex - Straightforward - Straightforward - Straightforward - Complex - Straightforward - Straightforward - Complex - Straightforward - Straightforward - Straightforward - Complex - Straightforward - Straightf
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- Straightforward \$775.00 E-3 Initial - Straightforward \$1,500.00 - Complex \$1,750.00 E-3 Extension - Straightforward \$1,000.00 H-1B Initial - Straightforward \$1,850.00 - Complex \$2,100.00 H-1B Extension - Straightforward \$1,100.00 - Complex or where firm did not prepare initial H-1B \$1,600.00 J-1 Initial - Straightforward \$1,100.00 - Complex or where firm did not prepare initial H-1B \$1,600.00 J-1 Initial - Straightforward \$1,100.00 - Complex \$1,100.00 - Complex \$1,600.00 J-1 Extension - Straightforward \$1,600.00 J-1 Extension \$1,600.00 Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Initial - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial
E-3 Initial \$1,500.00 - Straightforward \$1,500.00 E-3 Extension \$1,750.00 - Straightforward \$1,000.00 H-1B Initial \$1,850.00 - Complex \$2,100.00 H-1B Extension \$1,100.00 - Straightforward \$1,600.00 - Complex or where firm did not prepare initial H-1B \$1,600.00 J-1 Initial \$1,600.00 - Complex \$1,600.00 J-1 Extension N/A - Straightforward N/A - Complex N/A Blanket L-1 Initial \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial \$1,850.00
- Straightforward \$1,500.00 - Complex \$1,750.00 E-3 Extension - Straightforward \$1,000.00 H-1B Initial - Straightforward \$1,850.00 - Complex \$2,100.00 H-1B Extension - Straightforward \$1,100.00 - Complex or where firm did not prepare initial H-1B \$1,600.00 J-1 Initial - Straightforward \$1,100.00 - Complex \$1,100.00 J-1 Extension - Straightforward \$1,600.00 J-1 Extension - Straightforward \$1,600.00 J-1 Extension - Straightforward \$1,600.00 Straightforward \$1,600.00 J-1 Extension - Straightforward \$1,600.00 - Complex \$1,600.00 Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension - Straightforward \$1,850.00 Blanket L-1 Extension - Straightforward \$1,850.00 - Complex \$1,850.00
E-3 Extension \$1,000.00 H-1B Initial \$1,850.00 - Straightforward \$1,850.00 - Complex \$2,100.00 H-1B Extension \$1,100.00 - Straightforward \$1,600.00 J-1 Initial \$1,600.00 - Straightforward \$1,600.00 J-1 Extension N/A - Straightforward N/A - Complex N/A Blanket L-1 Initial \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension \$1,600.00 - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial \$1,850.00
- Straightforward \$1,000.00 H-18 Initial - Straightforward \$1,850.00 - Complex \$2,100.00 H-18 Extension - Straightforward \$1,100.00 - Complex or where firm did not prepare initial H-18 \$1,600.00 J-1 Initial - Straightforward \$1,100.00 - Complex \$1,600.00 J-1 Extension \$1,600.00 J-1 Extension - Straightforward \$1,600.00 J-1 Extension N/A - Complex N/A - Complex \$1,600.00 Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Initial - Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial
H-1B Initial - Straightforward \$1,850.00 - Complex \$2,100.00 H-1B Extension \$1,100.00 - Complex or where firm did not prepare initial H-1B \$1,600.00 J-1 Initial \$1,100.00 - Straightforward \$1,600.00 J-1 Extension N/A - Straightforward N/A - Complex N/A Blanket L-1 Initial \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension \$1,600.00 - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial \$1,850.00
- Straightforward \$1,850.00 - Complex \$2,100.00 H-1B Extension - Straightforward \$1,100.00 - Complex or where firm did not prepare initial H-1B \$1,600.00 J-1 Initial - Straightforward \$1,100.00 - Complex \$1,600.00 J-1 Extension - Straightforward N/A - Complex N/A - Complex N/A Blanket L-1 Initial - Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension - Straightforward \$1,850.00 Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,850.00
- Complex \$2,100.00 H-1B Extension - Straightforward \$1,100.00 - Complex or where firm did not prepare initial H-1B \$1,600.00 J-1 Initial - Straightforward \$1,100.00 - Complex \$1,600.00 J-1 Extension - Straightforward N/A - Complex N/A Blanket L-1 Initial - Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial
- Straightforward \$1,100.00 - Complex or where firm did not prepare initial H-1B \$1,600.00 J-1 Initial
- Complex or where firm did not prepare initial H-1B J-1 Initial - Straightforward \$1,100.00 - Complex \$1,600.00 J-1 Extension - Straightforward N/A - Complex N/A Blanket L-1 Initial - Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial
J-1 Initial - Straightforward \$1,100.00 - Complex \$1,600.00 J-1 Extension N/A - Straightforward N/A Blanket L-1 Initial \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension \$1,600.00 - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial \$1,850.00
- Straightforward \$1,100.00 - Complex \$1,600.00 - Straightforward \$1,600.00 - Straightforward N/A - Complex N/A - Straightforward \$1,600.00 - Complex \$1,850.00 - Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial
- Complex \$1,600.00 J-1 Extension - Straightforward N/A - Complex N/A Blanket L-1 Initial - Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial
- Straightforward N/A - Complex N/A Blanket L-1 Initial - Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,600.00 Individual L-1 Initial
- Complex N/A Blanket L-1 Initial - Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,600.00 Individual L-1 Initial
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- Straightforward \$1,600.00 - Complex \$1,850.00 Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial
- Complex \$1,850.00 Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial
Blanket L-1 Extension - Straightforward \$1,600.00 - Complex \$1,850.00 Individual L-1 Initial
- Complex \$1,850.00 Individual L-1 Initial
Individual L-1 Initial
Straightforward #4.600.00
- Straightforward \$1,600.00 - Complex \$1,850.00
Individual L-1 Extension
- Straightforward \$1,300.00
- Complex \$1,600.00
O-1 Initial Straightforward
- Straightforward \$2,625.00 - Complex \$3,675.00
O-1 Extension
- Straightforward \$1,575.00
TN Initial
- Straightforward \$900.00
TN Extension - Straightforward \$900.00
- Onengrinor ward \$900.00



W.R. GRACE & CO.

Proposed Fee Schedule for 2007

Replacement of Departure Record (I-94) (I-102)	
- Filed with extension or change of status	\$375.00
- Filed separately	\$525.00
Renewal of Nonimmigrant Visa Stamps at U.S. Consulate	
- Each applicant	\$275.00
- Coordination of visa issuance including discussions with Consulate,	\$525.00 plus \$275.00
scheduling appointment and briefing applicant	per location
Schedding appointment and briefing applicant	per location
Extension/Change of NIV status for Dependent (I-539)	
	\$37E 00
- Filed with principal	\$375.00
- Filed separately	\$800.00
- Complex	\$1,300.00
Employment Authorization (EAD) (I-765)	
- Each applicant	\$250.00
Drawium Dragoning (1 007)	
Premium Processing (I-907)	\$3E0.00
- Filed simultaneously with NIV petition	\$250.00
- Filed separately	\$500.00
Request for Evidence (RFE)	
- Straightforward "REMDOC"	\$750.00
	\$1,500.00
- Complex	Ψ1,000.00
IMMIGRANT VISAS	Fees*
Permanent Residence based upon PERM	اِ الله الله الله الله الله الله الله ال
- PERM	\$4,200.00
- Petition for alien worker (I-140)	\$1,100.00
- Application for permanent residence (I-485)	
- Principal applicant and spouse	\$1,575.00
- Each additional family member	\$375.00
Permanent Residence exempt from PERM	
- Petition for alien worker (I-140) Based on L-1 Multinational Transferee	\$2,650.00
- If firm prepared original L-1A	\$2,100.00
- I-140 Petition Based on Outstanding Researcher / Extraordinary Ability	\$3,675.00 - \$4,725.00
- Application for permanent residence (I-485)	, , , , , , , , , , , , , , , , , , , ,
- Principal applicant and spouse	\$1,575.00
= 1 199 15 Section 5	\$375.00
- Each additional family member	φ313,00
Employment Authorization	
Employment Authorization	¢=2= 00
- Principal applicant and spouse	\$525.00 \$275.00
	\$275.00
- Each additional family member	
Advance Parole (Travel Document)	4 7 8 7 8 5
Advance Parole (Travel Document) - Principal Applicant and Spouse	\$525.00
Advance Parole (Travel Document)	\$525.00 \$275.00
Advance Parole (Travel Document) - Principal Applicant and Spouse - Each additional family member	•
Advance Parole (Travel Document) - Principal Applicant and Spouse - Each additional family member Visa Processing	· · · · · · · · · · · · · · · · · · ·
Advance Parole (Travel Document) - Principal Applicant and Spouse - Each additional family member Visa Processing - Packet III and IV	\$275.00
Advance Parole (Travel Document) - Principal Applicant and Spouse - Each additional family member Visa Processing	•



W.R. GRACE & CO.

Proposed Fee Schedule for 2007

Request for Evidence (RFEs) – (I-140) or (I-485) - Straightforward - Complex	\$250.00 \$750.00
Attorney Appearances at I-485 Interview - Local - Out-of-town	\$800.00 Hourly

ADDITIONAL SERVICES	
	Fees*
Application to renew Permanent Resident Card (I-90)	
- Each applicant	\$750.00
Naturalization Application	
- Each Applicant	\$1,000.00
- Attorney appearance	\$750.00
Reentry Permits: (I-131)	
- Each applicant	\$750.00
Visa Application for Corporations	
- L-1 Blanket	\$2,500.00
Special Projects	
- Counseling i.e. I-9 Audit	Fee to be quoted prior
- Training	to project.

Matters not covered by the fees set forth would be billed on an hourly basis at the following rates:

Partner \$350 Associate \$250

* - Disbursements -

Domestic Federal Express \$18.00 Miscellaneous [Telephone calls, faxes, photocopies, regular mail services] 4%

Important Notes:

- The above fees are predicated upon the amount of effort and staffing normally required to obtain approval of such application. To the extent that a matter is complicated by extenuating circumstances requiring extensive telephone consultations, expeditious processing, difficulty conforming to eligibility requirements, or other special circumstances, a higher fee would be billed only after consultation with your organization. Out-of-pocket expenses including educational evaluations, translations, courier and messenger services will be itemized on each invoice.
- o All filing fees payable by client to U.S.D.H.S.